WHAT IS CLAIMED IS:

1   1.   A method of analyzing resources for a reduction action, the
2   method comprising:
3   identifying a skill group that includes surplus human
4   resources;
5   selecting one or more employees data records corresponding
6   to the identified skill group;
7   analyzing evaluations corresponding to the selected
8   employee data records; and
9   choosing a surplus group of employee data records from the
10   selected employee data records based on the analysis.

11 2.   The method as described in claim 1 further comprising:
12   sorting the selected employee data records by the
13   evaluations;
14   receiving a surplus percentage corresponding to the skill
15   group; and
16   selecting the surplus percentage from the low end of the
17   sorted employee data records.

1   3.   The method as described in claim 1 wherein the skill group
2   includes a skill level.

1   4.   The method as described in claim 1 further comprising:
2   identifying an employee corresponding to one of the
3   employee data records to evaluate;
4   retrieving an evaluation template from a plurality of
5   evaluation templates corresponding to the identified
6   employee's skill group;

7 evaluating the identified employee using the retrieved

8 evaluation template; and

9 storing the identified employee's evaluation in a data

10 store stored on a nonvolatile storage area.

1 5. The method as described in claim 1 further comprising:

2 comparing the chosen surplus employee data records with

3 non-surplus employee data records, wherein both the

4 chosen surplus employees and non-surplus employees

5 have a common skill group;

6 identifying one or more of the surplus employee data

7 records as non-surplus employee data records based on

8 the comparison; and

9 changing the identified surplus employee data records to

10 non-surplus employee data records based on the

11 identification.

1 6. The method as described in claim 1 further comprising:

2 reviewing the chosen surplus group of employees based on

3 one or more surplus criteria; and

4 rejecting one or more of the chosen surplus data records

5 based on the reviews.

1 7. The method as described in claim 6 wherein at least one of

2 the surplus criteria is selected from the group consisting

3 of organizational surplus guidelines, local laws, state

4 laws, and national laws.

5 8. An information handling system comprising:

6 one or more processors;

7 a memory accessible by the processors;

8   one or more nonvolatile storage devices accessible by the

9   processors;

10   an resource analysis tool to analyze surplus resources in a

11   resource reduction action, the resource analysis tool

12   including:

13   means for identifying a skill group that includes

14   surplus human resources;

15   means for selecting one or more employees data records

16   corresponding to the identified skill group;

17   means for analyzing evaluations corresponding to the

18   selected employee data records; and

19   means for choosing a surplus group of employee data

20   records from the selected employee data records

21   based on the analysis.

1   9. The information handling system as described in claim 8

2   further comprising:

3   means for sorting the selected employee data records by the

4   evaluations;

5   means for receiving a surplus percentage corresponding to

6   the skill group; and

7   means for selecting the surplus percentage from the low end

8   of the sorted employee data records.

1   10. The information handling system as described in claim 8

2   further comprising:

3   means for identifying an employee corresponding to one of

4   the employee data records to evaluate;

5   means for retrieving an evaluation template from a

6   plurality of evaluation templates corresponding to the

7   identified employee's skill group;

8   means for evaluating the identified employee using the

9   retrieved evaluation template; and

10   means for storing the identified employee's evaluation in a

11   data store stored on a nonvolatile storage area.

1   11. The information handling system as described in claim 8

2   further comprising:

3   means for comparing the chosen surplus employee data

4   records with non-surplus employee data records,

5   wherein both the chosen surplus employees and non-

6   surplus employees have a common skill group;

7   means for identifying one or more of the surplus employee

8   data records as non-surplus employee data records

9   based on the comparison; and

10   means for changing the identified surplus employee data

11   records to non-surplus employee data records based on

12   the identification.

1   12. The information handling system as described in claim 8

2   further comprising:

3   means for reviewing the chosen surplus group of employees

4   based on one or more surplus criteria; and

5   means for rejecting one or more of the chosen surplus data

6   records based on the reviews.

1   13. The information handling system as described in claim 12

2   wherein at least one of the surplus criteria is selected

3   from the group consisting of organizational surplus

4   guidelines, local laws, state laws, and national laws.

1   14.   A computer program product stored in a computer operable

2   media for analyzing resources for a reduction action, said

3   computer program product comprising:

4   means for identifying a skill group that includes surplus

5   human resources;

6   means for selecting one or more employees data records

7   corresponding to the identified skill group;

8   means for analyzing evaluations corresponding to the

9   selected employee data records; and

10   means for choosing a surplus group of employee data records

11   from the selected employee data records based on the

12   analysis.

1   15.   The computer program product as described in claim 14

2   further comprising:

3   means for sorting the selected employee data records by the

4   evaluations;

5   means for receiving a surplus percentage corresponding to

6   the skill group; and

7   means for selecting the surplus percentage from the low end

8   of the sorted employee data records.

1   16.   The computer program product as described in claim 14

2   wherein the skill group includes a skill level.

1   17.   The computer program product as described in claim 14

2   further comprising:

3   means for identifying an employee corresponding to one of

4   the employee data records to evaluate;

5   means for retrieving an evaluation template from a

6   plurality of evaluation templates corresponding to the

7   identified employee's skill group;

8   means for evaluating the identified employee using the

9   retrieved evaluation template; and

10   means for storing the identified employee's evaluation in a

11   data store stored on a nonvolatile storage area.

1   18.   The computer program product as described in claim 14

2   further comprising:

3   means for comparing the chosen surplus employee data

4   records with non-surplus employee data records,

5   wherein both the chosen surplus employees and non-

6   surplus employees have a common skill group;

7   means for identifying one or more of the surplus employee

8   data records as non-surplus employee data records

9   based on the comparison; and

10   means for changing the identified surplus employee data

11   records to non-surplus employee data records based on

12   the identification.

1   19.   The computer program product as described in claim 14

2   further comprising:

3   means for reviewing the chosen surplus group of employees

4   based on one or more surplus criteria; and

5   means for rejecting one or more of the chosen surplus data

6   records based on the reviews.

1 20. The computer program product as described in claim 6
2   wherein at least one of the surplus criteria is selected
3   from the group consisting of organizational surplus
4   guidelines, local laws, state laws, and national laws.